

Charge Nurse

SHRP24069

Lewis County

\$79,663.50 - \$83,457.00

General Description:

The Charge Nurse deals primarily with the treatment of patients who suffer from psychiatric disorders and mental health conditions. They are schooled in basic nursing care with further training in dealing and controlling patients in varying levels of mental derangement, whether acute or chronic schizophrenia, psychosis, or degenerative cognitive breakdown such as dementia. Psychiatric unit nurses are usually assigned a caseload of specific patients and provide direct care to their patients, supervising the patient's medication schedule, facilitating the social and emotional needs of patients and evaluating patients' progress. Nurses must collaborate with a variety of interdisciplinary professionals to determine and provide the best possible individualized care for their patients. As many patients are hospitalized because they are a danger to themselves and others, nurses are responsible for maintaining a safe environment for patients and staff using monitoring systems and de-escalation and restraining techniques where deemed necessary. The Charge Nurse leads the way in establishing a therapeutic milieu in which patients take advantage of treatment modalities and therapies that allow for some sort of relief and functionality. In addition to the basic psychiatric nurse duties the Charge Nurse is responsible for shared administrative duties and evaluation of subordinate employees. The Charge Nurse is also responsible for assigning, scheduling, coordinating, organizing, and directing work activities.

ESSENTIAL DUTIES AND RESPONSIBILITIES: (Other duties may be assigned)

- Responsible for the administration of line personnel functions including employee selection, discipline, and formal performance evaluations.
- Responsible for the supervision and evaluation of subordinate nursing employees
- Responsible for participating in the hospitals Continuous Quality Improvement Program
- Caring for patients experiencing acute mental distress or who have an enduring mental illness
- Assessing and talking to patients about their problems and discussing the best way to plan and deliver their care
- Observes assigned patients on a daily basis to identify, interpret, and document physical and emotional status and/or patterns such as assaultive or suicidal behavior, and response to treatment or medication; as part of a multidisciplinary team, assists in formulating a diagnosis and developing and implementing individualized patient treatment plans based on observations; provides crisis intervention to those individuals experiencing acute episodes
- Participates or leads individual or group counseling sessions, family conferences, and recreational or social therapy sessions to assist patients in understanding the nature of emotional and physical problems, to accept the need for treatment, and to address issues involved in their care
- Participates in departmental or team meetings to discuss patient care and progress, shift activity and program policies and procedures
- Monitors psychotropic and all medications given to patients and documents reactions; instructs patients on the purpose, dosage, and side effects of medication
- Obtains medical, psychiatric, and social and family histories of new admissions, takes and records vital signs; obtains lab specimens; assists physicians with exams; schedules and arranges for special tests; develops discharge plans and maintains charts and logs

- Interacts with other facilities to express concerns of patients and discuss treatment
- Acts as a team leader for an assigned shift; plans, assigns and reviews the work of other regular nursing staff such as Health Service Workers.
- Must be able to quickly deal with and assess the needs of the patient and to develop solutions, treatments that may need to fluctuate rapidly if the patient's mental state changes
- Must be well-versed in-patient care for a variety of different mental disabilities and dysfunctions and must be able to provide fast and efficient nursing care for sometimes dangerous patients
- Has the ability to teach de-escalation techniques to other health care professionals in order to help people manage their emotions and behavior
- Functions as charge nurse on duty when required
- Adequately documents all matters pertaining to patients according to policy and procedure

SUPERVISORY RESPONSIBILITIES:

Supervises subordinate health care providers such as RN's, LPN's, CNA's and Health Service Workers.

Language Skills:

Ability to read, analyze, and interpret professional journals, and technical procedures or governmental regulations. Ability to write reports, business correspondence, and procedure manuals. Ability to effectively present information and respond to questions from groups of managers, clients, customers, and the general public.

Mathematical Skills:

Ability to apply concepts such as fractions, percentages, ratios, and proportions to practical situations.

Reasoning Ability:

Ability to define problems, collect data, establish facts, and draw valid conclusions. Ability to interpret an extensive variety of technical instructions in mathematical or diagram form and deal with several abstract and concrete variables.

Certificates, Licenses, Registrations:

WV Registered Nursing License

Position Number(s): 0512P01339, 0512P01380, 0512P01440, 0512P01502, 0512P01506, 0512P01591, 0512P01662, 0512P01697, 0512P01708, 0512P01771

Minimum Qualifications:

Qualifications: To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Training:

BSN degree in nursing from an accredited four-year college or university and two years of full-time or equivalent part-time paid experience as a registered professional nurse

OR

Successful completion of an associate degree in nursing from an accredited college or university or a diploma nursing program and three years of experience as a registered nurse

OR

Professional certification from a recognized national nursing certifying organization as a nurse or nurse practitioner in the area of assignment plus two years of full-time or equivalent part-time paid experience as a registered professional nurse

OR

Successful completion of an associate degree in nursing from an accredited college or university or a diploma nursing program; plus, baccalaureate degree in the health sciences or behavioral sciences and two years of full-time equivalent part-time experience in nursing.

OR

Master's degree in nursing from an accredited four-year college or university.

Experience:

At least three years of equivalent nursing experience or a BSN

Benefits Include:

- Paid vacation, holidays, and sick/family sick leave
- Health, dental, vision, retiree health, basic life, and supplemental life insurance
- Employee wellness programs
- Retirement

The West Virginia Department Of Health Facilities is an Equal Opportunity employer. **This position announcement is established as of January 19th, 2024, and will remain open until January 26th, 2024.**

Submit a paper application or detailed resume and any correspondence concerning this vacancy to:

OHRMOSAClassComp@wv.gov. Please put **SHRP24069** in the subject line of your email.

Note: Due to recent legislation, positions filled for the Department of Health Facilities and Bureau for Social Services beginning January 1, 2024, are no longer covered by the West Virginia Division of Personnel. These positions are now covered under the Office of Shared Administration Comprehensive Human Resources System.